**Activity: Individual Career Plan**

3.19.2024

# **Introduction**

An individual career plan is a strategic roadmap that outlines an individual's professional goals, aspirations, and the steps they intend to take to achieve them. It serves as a guiding framework to navigate through various career stages, make informed decisions, and progress toward desired career outcomes.

# **Objectives**

* **Clarify Goals:** Clearly define short-term and long-term career objectives to provide a sense of direction and purpose.
* **Identify Strengths and Weaknesses:** Conduct a self-assessment to identify personal strengths and weaknesses, enabling individuals to leverage their strengths and address areas for improvement.
* **Enhance Skills and Competencies:** Identify the skills and competencies required to succeed in desired roles and industries, and develop strategies to acquire or enhance these skills.
* **Explore Career Options:** Explore different career paths, industries, and job roles to gain insights into potential career options and make informed decisions about career direction.
* **Create Actionable Plans:** Develop actionable plans with specific steps, timelines, and milestones to achieve career goals, providing a roadmap for progress and accountability.
* **Build a Professional Network:** Build and maintain professional relationships with peers, mentors, and industry contacts to gain support, guidance, and access to opportunities.
* **Stay Flexible and Adaptable:** Remain open to new opportunities, challenges, and changes in the professional landscape, and be willing to adapt plans as needed to accommodate evolving circumstances.
* **Measure Progress:** Regularly assess progress towards career goals and objectives, and make adjustments as necessary to stay on track and overcome obstacles.
* **Enhance Job Satisfaction and Fulfillment:** Ultimately, the goal of an individual career plan is to enhance job satisfaction, fulfillment, and overall career success by aligning personal values, interests, and strengths with professional pursuits.

# **Equipment/Requirements**

* N/A

# **Instructions**

**Individual Career Plan**



How to use this doc:

* Take the time to **Reflect** on what you value most in your work and what will give you increased career satisfaction.
* Capture career and skill development goals, and create a **Plan** to achieve them.
* **Commit** to updating the document over the next 14 weeks, and every quarter after graduation.
* Make a copy of this document in your google drive or one drive. Share the document with your professional development coach and submit the link of your document via Canvas.

**Step 1: Reflect**

***What is important to you in your work, and where do you want to go in your career?***

| **Think about a time when you were fulfilled in your work. What brought about the fulfillment and how can you replicate that?** | **What excites you most about attaining a role in tech, post-graduation?** |
| --- | --- |
| I created a blueprint to streamline the creation of CRF forms. It was a week-long project but it was rewarding. | The ability to create, and solve problems. Tech in itself very artistic, and I think I like the creation part the most |
| **Identify specific challenges or barriers you may face while working towards your career goals. Create a plan to overcome them.** | |
| **Imposter syndrome** - I feel interacting with more and highly skilled developers (Mentor) and having a suitable number of years acquired with the title “Software Engineer” will allow me to overcome this pestering feeling of being inadequate.  **Lack of knowledge** - I think Per Scholas has it covered. As long as I attend class, this shall be a nonexistent hurdle | |

***Where do you want to be in your career...***

| In 6 months | I want to still focus on progressing technically by looking forward to another technical program. Get a mentor In addition work within a welcoming team of engineers |
| --- | --- |
| In 1 year | Work within a company but yet as a freelancer / contractor |
| In 3 - 5 years | Start my very own saas operation. Maybe in 2 / 2.5 years |

**Step 2: Plan**

***What specific skills do you need to have to achieve your career goals?***

| **Area** | **Skills** |
| --- | --- |
| Technical/ Role related | [Examples: Java programming, data visualization, SQL, MarTech]  **Mobile development skills:**  React Native / Flutter (cross platform) or IOS / Android development -  **Backend / full-stack:** Python - FastHTML / FastAPI  OAuth - Authorization  Stripe API - Payment / Monetization  **Database:**  MongoDB / SQL (Database) |
| Leadership/ People | [Examples: coaching, project management, influencing]  **Mentorship:**  I’m still very new to development and I need some guidance. If this was provided via Per Scholas that would be great.  **Team mate(s):**  Apple example - Steve Wozniak and Steve Jobs, both learned and grew from each other. It would be nice to have a fellow partner influenced about developing something grand |
| Management | [Examples: strategy, planning, change management]  Some sort of inspiration or |

***List specific actions you can take to build the skills needed to achieve your career goals.***

| **Skill** | **Action**  *(e.g. practice on the job, get mentorship)* |
| --- | --- |
| [Example: SQL] | [Example: take Per Scholas course] |
| React Native | Currently taking a Per Scholas course |
| MongoDB / SQL | Take Per Scholas course |
|  |  |

**Step 3: Commit**

***List additional actions you will take to continue developing skills connected to your career goals.***

| **Time frame** | **Action(s)** |
| --- | --- |
| In the next month | Find an internship for early 2025 |
| In the next 3 - 6 months | Make like minded developers |
| In the next year | Strategize a plan of success and build, revise, build, deploy |

***Identify your accountability partners who will keep you on task as you work towards your goals. Set up a check-in schedule.***

| **Who** | **When we’ll check-in** |
| --- | --- |
| [Example: PD Coach] | [Example: Once a month]  Meetup with PD Coach Michael Midknight if possible |
| [Example: Professional Friend] | [Example: Every two weeks- lunch date]  I am currently getting a feel of my current classmates and would possible request meetups where we can collaborate |
| [Example: Mentor] | [Example: Two times a month over Zoom]  Sign up for a mentoring program |